

PRESBYTERY OF NEVADA – FALL 2024 MEETING

Reno Korean Presbyterian Church, Sparks, Nevada | September 10-11, 2024

Stated Meeting | Moderator Elder Peggy Hall, Presiding | Stated Clerk Rev. J Christy Ramsey

Ministers of the Word and Sacrament

Judith	Donaldson	Retired
Ross	Doyel	Retired
Sue	Goodman	Retired
Jim	Houston-Hencken	Grace PC
Robert	Kelley	Retired
Bruce	Kochsmeier	Retired
Jackie	Leonard	Retired
Kent	Meads	St. John's PC
David	Pak	Korean PC of Reno
Hilda	Pecoraro	At-Large
Christy	Ramsey	Presbytery Staff
Jeffery	Rumble	Spanish Springs PC
Craig	Sanders	Grace PC
Jeanie	Shaw	GA Staff
Joanie	Tankersley	Retired
Scott	Trevithick	Good Shepherd Lutheran
Rebecca	Watkins	First PC Virginia City
Tom	Willadsen	Spanish Springs PC
Richard	Young	Zephyr Point CC

Elder Commissioners

Kelly	Winters	Community Presbyterian, Hawthorne
Janet	Peterson	First Presbyterian Elko
Malcolm	Hunt	First Presbyterian Virginia City
Dave	Cornell	Green Valley Presbyterian, Henderson
Carol	Johnson	Green Valley Presbyterian, Henderson

Doug	Small	Green Valley Presbyterian, Henderson
Lori	Ashton	Henderson United Presbyterian
Teresa	Mateo	Henderson United Presbyterian
Jeanne	Chang	Korean Presbyterian Church of Reno
Charlie	Park	Korean Presbyterian Church of Reno
John	Harbison	Lake Tahoe Community Presbyterian Church
Jean	Rey	Lake Tahoe Community Presbyterian Church
Karla	Canfield	Mountain View Presbyterian Church
Gary	Wall	Mountain View Presbyterian Church
Dian	Ward	Mountain View Presbyterian Church
Ken	Vogel	Spanish Springs Presbyterian Church
Amy	Willoughby	St. John's Presbyterian Church
Esther	Pan	Taiwanese American Church
Melva	O'Neill	Westminster Presbyterian, Las Vegas

Commissioned Ruling Elders

Elaine	York	St. John's Presbyterian Church
Linda	Young	Community Presbyterian, Hawthorne
Chris	Kirschman	Mountain View Presbyterian Church
Vicki	Wilson	Christ Presbyterian, Gardnerville
Dennis	Bunce	Mountain View Presbyterian Church
Gary	Wall	Mountain View Presbyterian Church

Ruling Elder Committee Chairs & Officers

Ron	Scovill	Equipping
Peggy	Hall	Moderator

PRESBYTERY CONVENES

The meeting was opened at 1:02 pm by Moderator **Elder Peggy Hall**

Rev. Adrian Doll, Vice Moderator, gave our opening prayer under the inspiration of Psalm 133:1: “How good and pleasant it is when brothers and sisters live together in unity.”

A Quorum was established by Stated Clerk Rev Christy Ramsey, with attendance recorded on the print-in sheets at the registration table. The Docket was approved without objection.

Rev David Pak of the Korean Presbyterian Church of Reno welcomed the Presbytery. He acknowledged his congregation's work to prepare for our coming, which included prayer and love in preparing menus and cleaning all the church buildings.

Spiritual Warming – Presbytery Pastor, Rev Kate Freeman

Kate invited us into 12 groups based on our birth month and had us find at least two other things that we shared in common. These were then shared with the assembly. She spoke of her names, titles, and the name that God has written on the palm of his hand for each one of us. Labyrinth cards were distributed (by CP Chris Kirschman, Mountain View PC), and we were invited to use this spiritual tool to seek God for what name he had for us this day.

To honor and express appreciation and gratitude for the congregations that have hosted the meeting of the Presbytery in the recent past, Kate designed, made, and presented pottery Communion sets to Korean PC of Reno, Sparks; Mountain View PC, Las Vegas; Green Valley PC, Henderson; Lake Tahoe Community PC, South Lake Tahoe; Hawthorne Community PC, Hawthorne; and Grace PC, Las Vegas. Each set included a plate, chalice, and pitcher with colorful glazing and a large cross that exposed the unglazed ceramic. So, each was both individual and the same. Prayer concluded our time together.

Recognition of a Life Well Lived

Rev Jim Houston-Henken, Moderator of the Committee on Ministry called us to a moment to “Truly be the Presbytery of Nevada.” Rev Jackie Leonard, who uses a wheelchair due to MS, joined our meeting and was thanked for her 30 years of ministry in our Presbytery as a parish associate and police chaplain. She also served with the General Assembly Disaster Assistance Program and affirmed her retirement and her request for permission “to go to heaven.”

MOTION: Presbytery approved moving Rev Jackie Leonard to “Honorably Retired.”

Rev Kate Freman offered prayer. Rev. Leonard addressed the Presbytery.

FEATURED GUEST SPEAKER

Rev Dr. Diane Moffett, President and Executive Director of the Presbyterian Mission Agency spoke the the Presbytery about Matthew 25 and General Assembly ministry.

Interlude Hymn “Jesus be with us”

GREETINGS

Rev Dick Young, Director of Zephyr Point Conference Center

Zephyr celebrates its 100-year anniversary this month with many activities. Dick spoke of the Washoe People who have been steward of the Tahoe Basin for over 14,000 years. Their goal is to build a Round House with the Washoe.

Rev Jeanie Shaw, Ministry Engagement Advisor

Starting in 2026, there will be only three offerings: Christmas Joy, One Great Hour of Sharing received during Lent, and World Communion Sunday, the first Sunday in October.

Joe Moore, Ministry Relations Officer, Presbyterian Foundation

Spoke of a Stewardship Navigator available to churches. Found on Presbyterianfoundation.org. Also, videos of the financial Academy and Grants are available for a financial coaching program.

Jennier Perri, Asst Vice Pres, United Church Insurance Services
Spoke of the Abuse Prevention Hotline

COMMITTEE REPORTS

Personnel – Elder Jean Rey, Lake Tahoe Community, Moderator

1. Without objection, **presbytery approved** that the Staff of the Nevada Presbytery receive a Cost-of-Living Adjustment (COLA) increase not exceeding 3% for 2025.
2. Without objection, **presbytery approved** that all compensation to the minister members of the staff, the Rev. Kate Freeman and the Rev. J. Christy Ramsey, are designated as housing allowance. This designation of their compensation as housing allowance continues throughout their employment until changed by presbytery action and recorded in minutes of the presbytery.

Committee on Representation (COR) – Elder Jean Rey, Moderator

1. **Elder Jeanie Change**, Korean PC, Reno, shared her moving testimony. Jeanie lost her husband in July of 2023, but no medical reason was found. She found hope and a call to serve in 1 Peter 5:10:

In his kindness, God called you to share in his eternal glory by means of Christ Jesus. So after you have suffered a little while, he will restore, support, and strengthen you, and he will place you on a firm foundation.

Jeanie accepted the call to serve as a Ruling Elder to the Korean PC of Reno. God has restored her and made her strong, reversing “the silent exodus.” Like Peter, Jeanie has a new identity.

2. **Presbytery approved** the recommendation from COR that the Nevada Presbytery adopt P-27 Harassment Policy which is now Policy 28 in our Manual of Administrative Operations.

Equipping – Elder Ron Scovil, Moderator

1. The Equipping Committee selected Praesidium training for boundary training for Nevada Presbytery members. Training is required at least every 18 months. According to the Book of Order G-2.06, G-2.10, G-3.01076, Boundary training is

required for all church officers, including Ministers of Word and Sacrament, Commissioned Ruling Elders (commissioned Pastors), Certified Educators, Commissioners, Inquirers, and Candidates. More at Policy 28, Harassment Policy. Each council (including sessions) is required to have a policy shall include requirements for boundary training, which includes the topic of sexual misconduct and child sexual abuse prevention training for its members at least every thirty-six months.

2. The goal of the committee is to increase the accessibility of grant funds. They are improving the application process.

Mission Outreach – Denis Bunce, committee member

1. Elder Bunce described how funds had been distributed:
 1. \$1500 to House of Hope Community Dinner ministry in Hawthorne
 2. \$1000 to UNC/TMCC Campuses Loving Kindness Collective.
 3. \$1000 to Hunger Ministries of the PCUSA
2. The committee is considering bringing a motion in 2025 concerning the Nevada Presbytery becoming a Matthew 25 Presbytery.

Commissioners Report to General Assembly – Rev Sue Goodman and Elder Denis Bunce

Stated Clerk’s Report – Rev J. Christy Ramsey

Recognition of Native Lands and Peoples focused on Steward Indian School and is included in the Stated Clerk’s report A-2.

Actions from the March 2024 presbytery meeting and afterward.

ORDINATIONS	NONE
CHARTERED	NONE
INSTALLATIONS	NONE
ENROLLMENTS	NONE
DISMISSALS	NONE
REMOVED	NONE
RENUNCIATION	NONE

RELEASED	NONE
TRANSFERRED	NONE
VALIDATED MINISTRY	NONE
STATED SUPPLY	NONE
HONORABLY RETIRED	NONE
INACTIVE	NONE
LABOR IN BOUNDS	NONE
LABOR OUT OF BOUNDS	NONE
MINISTER AT LARGE	NONE
CANDIDATE UNDER CARE	NONE

OTHER PERMISSIONS / APPROVALS / CHANGES

Conduct Baptism/Communion	NONE
Enter CLP Program	NONE
Congregation Moderator	NONE
CLP Commissioning	NONE

- The meetings of the Presbytery of Nevada are recorded to preserve and share significant presentations and the production of minutes. They are not the official records of the Presbytery of Nevada. The written minutes, approved by the Presbytery or the council acting as Presbytery, are the official records of the Presbytery of Nevada.

Policies

- As required by the Constitution of the PCUSA, the Stated Clerk reports that the Presbytery has a manual of Administrative Operations, which can be found linked on the Presbytery website or at pbyl.ink/manual. It is also linked in the Presbytery emails.
- As required by the Constitution of the Presbyterian Church (U.S.A.), the Stated Clerk reports that the Presbytery has established a policy on the Committee of Representation, which can be found in the Presbytery manual under Bylaws, 5.0600.
- The Stated Clerk reports that the Presbytery has an antiracism (Policy 27 in the

Manual of Administrative Operations) as required by G-3.0106. The Stated Clerk thanks Elder Jean Rey for her work on this policy.

- The Stated Clerk reports that the Presbytery has a sexual misconduct Policy (Policy 10 in the Manual of Administrative Operations) as required by G-3.0106, which includes requirements for boundary training, which includes the topic of sexual misconduct and child sexual abuse prevention training for its members at least every thirty-six months. The Stated Clerk thanks Elder Ron Scovil for his work on this policy.
- The Stated Clerk reports that the Presbytery does **not have a harassment policy**, as required by G-3.0106. The Presbytery is scheduled to vote on a policy at this meeting. The Stated Clerk thanks Elder Jean Rey for her work on this policy.
- The Stated Clerk reports that the Presbytery does **not have a child and youth protection policy**, as required by G-3.0106. The Synod is considering not making loans to Presbyteries that do not have this policy. The Stated Clerk is against this proposed action.
- The Stated Clerk reports the following are former members of the Permanent Judicial Commission from the past 6 years and are eligible for continued service, in accordance with D-5.0206b:

2018-Betty Squires	St. John's, Reno
2018-Art Ritter	Grace, Las Vegas
2020-Bette Sylvis	Henderson, Henderson
2020-Jackie Leonard	St. John's, Reno
2020-Dr. Bertha Pendleton	Mt. View, Las Vegas
2022-David Dendy	Mt. View, Las Vegas
2022-Susan Jones	First, Elko
2024-Bob Kelley	Honorably Retired
2026-Ed Lockett	Honorably Retired
2026-Tom Hall	Spanish Springs, Sparks
2026 Jean Rey	Lake Tahoe Community

- The Stated Clerk reports that session minutes will be reviewed in person during this meeting and via other arrangements after this meeting. We thank Elder John

Harbison for his late nights in review session minutes during our meetings. An update will be given to Council and Presbytery in 2025 for the reviews in 2024

- The presbytery has insurance. The certificate is attached as A-5.
- As required by the Constitution of the PCUSA, the Stated Clerk reports the following annual minimum compensation for ministers and commissioned pastors in the Presbytery is policy number 3 in our Manual of Administrative Operations:

POLICY NUMBER 3 MINIMUM SALARY

The minimum compensation package for full-time clergy in the Presbytery of Nevada is; \$38,000 yearly salary, including housing and utilities, \$500 study leave, full pension, two (2) weeks study leave (study leave allowance and time to be cumulative up to a maximum of three years), four (4) week vacation, \$1,800 travel allowance (minimum, vouchered at the IRS rate)

- Reports the following names, Elder Elaine York and Minister Adrian Doll, has been approved as the ordination exam readers for the year 2024.
- Statistics submitted to General Assembly, Available on the meeting page on our website at nevadapresbytery.org as Attachment A-6
 - Active membership reported 161 gains and 263 losses for a total of 2396, down from 2439 of which 1470 (61%) were women
 - 38 Baptisms, Average Weekly Attendance was 1336, 222 from Birth through Grade 12 were reported to be in Christian Education
 - Just under 18% of the Presbytery was reported to be non-white
 - Annual reported income was just under 4 million dollars, with expenses slightly over 4 million.
- Our quorum, according to our by-laws, (3.0101) A quorum of a Presbytery meeting is three ministers of the Word and Sacrament who are members of the Presbytery and three ruling elder commissioners from three different congregations.
- There were no commissions for ordination or installation.
- There is a commission for the First Korean Presbyterian Church of Las Vegas, which

is has not been dismissed.

- This leaves two members of the Presbytery who are not members of a Presbyterian congregation: Vernon and Carol Manke.
- The Presbytery of Nevada Entity No. 0385856 is registered as a non-profit with the State of California
 - CEO – John Christy Ramsey
 - CFO – Scott Plummer
 - Resident Agent – Katherine Suzanne Freeman
- The stated clerk missed filing the paperwork with the State of California in 2023. The Presbytery was suspended in April of 2024 but is now restored as a legal business entity in California.
 - However, regaining our tax-exempt status in California requires at least 7 months. I have submitted the forms. We should be restored early in 2025
 - The stated clerk regrets and apologizes for his lapse in filing. The next filing deadline is 11/30/2025 at midnight.
- The Presbytery of Nevada NV19091000061 is a registered as a non-profit with the State of Nevada
 - Lynne Zenier, Director | Robert C Kelley, President | Scott Plummer, Treasurer | John Christy Ramsey, Secretary
 - The next filing deadline is July 2025, and can be filed as early as April 14, 2025

Action Items:

- **The Presbytery approved** the minutes for our last meeting on March 11-12, 2024 contained in attachment A-3
- **The Presbytery approved** that Presbytery of Nevada, registered as a non-profit with the State of California, files this annual report of officers. (Nevada officers were due in July and authorized in June by the Council. Action of the Council reported below.)
 - Secretary JOHN CHRISTY RAMSEY
 - Resident Agent KATE FREEMAN
 - Treasurer SCOTT PLUMMER

It is the intent of this Presbytery that this permission continues until presbytery

action to rescind or modify this action as recorded in its minutes.

LORD'S SUPPER AUTHORIZATIONS

- **The Presbytery approved** that the Presbytery grant permission to administer the Sacrament of the Lord's Supper to the **Rev. Dick Young, Rev Sara Tillema**, and other PC(USA) teaching elders leading worship at Zephyr Point Conference Center. In addition, Commissioned Pastors (CREs) of the Presbytery, with prior approval of the chair of the Committee on Ministry, are also authorized to celebrate the Sacrament of the Lord's Supper at Zephyr Point Conference Center. *The Presbytery intends that this permission continues until these ministers leave their current validated ministry or until Presbytery action to rescind or modify this action as recorded in its minutes.*
- **The Presbytery approved** that the Presbytery grant permission to administer the Sacrament of the Lord's Supper to the following minister members of the Presbytery: *It is the intent of this Presbytery that this permission continues until these ministers leave their current validate ministry.*
 - **Rev. Mitchell S Holley**, Chaplain
 - **Rev. Alex Aaron**, Chaplain
 - **Rev. Jeanie Shaw**, Ministry Engagement Advisor
- **The Presbytery approved** that Commission Pastors (CREs) of the Presbytery, when invited by a church of the Presbytery and approved by the chair of the Committee on Ministry, be authorized to administer the Sacrament of the Lord's Supper in the church that invited them. *It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.*
- **The Presbytery approved** that the celebration of the Sacrament of the Lord's Supper be approved for all in-person meetings of the presbytery, typically in March and September. *It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.*

BOUNDARIES

- **The Presbytery approved to a change to its standing rules regarding the boundaries of the Presbytery. See Attachment A-4 This proposed change was included in the call for the meeting.**
- The Stated Clerk thanks Elder Vern Manke for his work negotiating boundaries with neighboring Presbyteries and the General Assembly. No church is affected by this change.

COUNCIL ACTIONS

These are actions taken by the Council between Presbytery meetings. According to our by-laws:

4.0400 The Council shall have all the authority as permitted by the Book of Order and consistent with Presbytery Policy, that is, to act with the full authority of Presbytery between Presbytery Meetings

1. **Council voted to approve** the updated the Sexual Misconduct policy adding the Book of Order training requirements as presented (policy can be found on the Presbytery website page for this meeting: P-10).
2. **Council voted to authorize** Rev Christy Ramsey, Secretary of the Corporation to sign all necessary PILP and/or Synod documents including the commitment letter for the loan for Grace Presbyterian Church on behalf of the Presbytery.
3. **Council voted to approve** the change in Presbytery meeting meals reimbursement from a cost per meal to a daily cost not to exceed \$74/day and receipts are required (the policy can be found on the Presbytery website page for this meeting: P-05)
4. **Council voted to DECLINE** to fund a mission trip proposal that did not follow the policy of the Presbytery. The policy can be found on the Presbytery website page for this meeting: P-26)

5. **Council voted to approve** the request that the Moderator of Presbytery with the help of the Committee on Ministry appoint an Administrative Commission for Community Presbyterian Church of Lee Vining to:
 - a. Recruit, train, elect and install Session Elders to bring order to the leadership of the church.
 - b. Establish a regular worship schedule.
 - c. Establish regular pastoral leadership
6. **Council voted to approve** Rev Karen Moore to serve communion at both the Lee Vining Community and Bishop Valley after consultation with the Administrative Commission.

The minutes of the council, prepared by the Rev. Kate Freeman, Journal Clerk, are available by request.

Session Minute Reviews: Elder John Harbison performed the annual review in person at the September 2023 meeting. The stated clerk performed First Presbyterian, Virginia City, later.

Church	Reviewed
First Thai-Laotian Presbyterian Church	
Henderson United Presbyterian Church	
Christ Presbyterian Church	YES
Grace Presbyterian Church	
Valley Presbyterian Church Mesquite	YES
Reno Korean Presbyterian Church	*
Lamoille Community Presbyterian Church	YES
Spanish Springs Presbyterian Church	YES
Wells Community Presbyterian Church	
Lake Tahoe Community Presbyterian Church	YES
Lee Vining Community Presbyterian Church	
Taiwanese American Presbyterian Church	YES
Green Valley	YES
Presbyterian Church	

Mountain View Presbyterian Church	
Elko First Presbyterian Church	
Westminster Presbyterian Church	
Valley Bishop Presbyterian Church	
Virginia City First Presbyterian Church	YES
St. John's Presbyterian Church	
Hawthorne Community Presbyterian Church	YES
Truckee Lutheran Presbyterian Church	

Announcements

- Cards are in the Narthex for folks to sign to send good wishes and prayers to Rev Adolph Kunen, who recently moved back east, and to Elder Lynne Zenier, who is recovering from heart surgery and extended recovery. A quilt (made by Kate Freeman from fabric from former Stated Clerk Joan Jeffers) will be delivered by Rev Hilda Pecoraro to Lynne as a hug from the Presbytery.
- Elder Melva O'Neill offered the blessing for our evening meal
- Moderator's Reception will be at the Grand Sierra Resort following worship. Room 2502. See Tom Hall to be admitted to the elevators.

Without objection, the Plenary meeting of the Presbytery of Nevada is in recess until evening Worship service at 7 pm. The preacher for the worship service was Rev. Dr. Diane Moffett, and the offering was to Children in Crisis (E047914). Without objection, the Presbytery is in recess after the benediction.

PRESBYTERY RECONVENES WEDNESDAY

The meeting called to order at 9:07 am with a prayer from Rev Rebecca Watkins, Virginia City, Presbyterian Church.

Presbytery sang the hymn "Let's Forget about Ourselves." accompanied by Elder Ken Vogel, Spanish Springs PC

Introduction

Presbytery met Rev Nathan Wheeler, now serving at Zephyr Point Adult Program Manager at Zephyr Point.

COMMITTEE REPORTS CONTINUE

Committee on Ministry – Rev Jim Houston-Hencken, Moderator

1. Presbytery welcomed Rev Jeff Rumble, newly called pastor to Spanish Springs PC. (COM had acted on behalf of the Presbytery to examine Jeff and receive him between meetings.) A handmade stole designed especially for Jeff was presented to him and Rev. Kate Freeman offered prayer.
2. Rev Gary Wall, CP at Mountain View was also presented with a handmade stole designed especially for him and prayer was offered by Rev Kate Freeman.
3. **Presbytery approved** the recommendation that **Rev Pat Mecham** be granted a validated ministry to serve the Church of the Mountains Methodist Church in Truckee, CA as written in his contract beginning 9/01/2024 and if necessary, affirm this ministry with the Board of Pensions. Truckee Lutheran Presbyterian (where Pat is serving as Interim Pastor) is now meeting in the Church of the Mountains building.
4. **Presbytery approved** the recommendation that **Rev Adolph Kunen** be moved from At-Large to Retired.
5. **Presbytery approved** recognizing the value of our Commissioned Pastors, and others doing pastoral ministry, and will provide continuing education in conjunction with Presbytery meetings. The Equipping and Committee on Ministry are charged with developing curriculum and funding for this program and will report back at the next Presbytery meeting. Classes begin in the spring of 2025.

GUEST SPEAKERS

Board of Pensions – Rev Christine Long, Church Consultant

Reported on some of the medical and financial programs available to churches

Synod of the Pacific – Rev. Nancy Martin Vincent, Synod Executive

Rev Nancy Martin Vincent, spoke about the Synod as a Savings and Loan. She described the Mission Funding. Each Presbytery in the synod receives the same amount from the pool of funds from the church's giving. Of the \$40,000 pledged from NV Presbytery, \$2,000 goes into the pool. NVP received \$46,000, as did every other Presbytery in the Synod of the Pacific. She also encouraged churches to deposit funds with the Synod so more money can be loaned out. She spoke of the grants available from the Synod. A video of her address

COMMITTEE REPORTS RESUME

Trustees – Rev Bob Kelley, Moderator, and Elder Scott Plummer, Finance Director

1. Per Capita is being raised by \$1 (one dollar). The income from Per Capita goes to cover administrative costs including meeting costs. Churches are encouraged to help cover the travel costs of Elders and commissioners to Presbytery meetings.
2. **Presbytery approved** the authorization of Presbytery spending based on the presented 2025 budget which includes an increase of \$1 (one dollar) for Per Capita and Presbytery approves the 2025 budget.

Nominating – Rev Ross Doyel, Moderator

The moderator asked for nominations from the plenary. There were none. The nominations were closed, and a unanimous vote was cast for the following:

Vice Moderator

Rev Sue Goodman 2025

Committee on Ministry

Elder Diane Chambers 2025

Elder John Harbison 2027

Rev Bob Kelley	2027
Rev Sue Goodman	2027
Jim Houston-Hencken	2027
Equipping Committee	
Elder Karen Stores	2027
Rev Craig Sanders	2027
Elder Pam Ramseth	2027
Nominating Committee	
Rev Dick Young	2027
Elder Laurie Ashton	2027
Committee on Representation	
CRE Chris Kirschman	2025
Elder Karla Canfield	2026
CRE Elaine York	2027
Elder Yunjung Kim	2027
Mission Outreach Committee	
Elder Jihwan Yoon	2027
Elder Laura Martin	2027
Rev Greg Hughes	2027
Rev Prachuab Dechawan	2027
Alternate Exam Reader	
Rev Hilda Pecoraro	2025
Permanent Judicial Commission	
Rev Scott Trevithick	2030
Elder Scott Plummer	2030
Personnel	
Elder Doug Ramseth	2026
Trustees	
Elder Ron Scovil	2027
Moderator	
Rev Adrian Doll	2025

All elected officials were installed by Moderator Peggy Hall.

A delightful video was shown from Henderson United PC welcoming the Presbytery to the next meeting to be held in Henderson in March 2025.

Rev Tom Willadsen and Rev Kate Freeman offered a Resolution of Thanks.

The Moderator's Cross was transferred to newly elected Moderator Rev Adrian Doll from former Moderator Elder Peggy Hall.

The meeting of the Presbytery was adjourned in prayer by former Moderator Peggy Hall at 11:45 am. And a great lunch was enjoyed.

Minutes taken by,



Rev Kate Freeman, Journal Clerk

Minutes submitted by,



Rev. J. Christy Ramsey, Stated Clerk

ATTACHMENTS

A-1 Presbytery Docket September 2024

A-2 Clerk's Report

A-3 March Minutes of the Presbytery of Nevada (not included in this packet)

A-4 Presbytery Boundary Update

A-5 Proof of Insurance

B-1 Sexual Misconduct Policy Changes

B-2 Commissioners Handbook

C-1 (not used at this meeting)

C-2 Budget 2025

C-3 (not used at this meeting)

C-4 Clavary Chapel Refinance

C-5 Balance Sheet

C-6 Treasurer's Report

C-7 Resolutions for Signatures

P-10 Sexual Misconduct Policy

P-27 Harassment Policy



DOCKET

PRESBYTERY OF NEVADA – FALL 2024 GATHERING

Korean Presbyterian Church of Reno, Sparks, NV | September 10-11, 2024

The latest version is on the website. [Shortcut: byl.in/sep2024](https://shortcutsbyl.in/sep2024)

Report times are a plan, not a promise or a prediction.

Plenary meetings are recorded via audio and video.

MONDAY – September 9, 2024

Committee and special meetings as scheduled. *Below is a plan, not a promise.*

Clerks may drop off their church minutes and records registration

9:00 am – 11 am Trustees

10:00 am – Noon Committee on Ministry

12:00 noon Lunch pm your own

1:00 pm – 3:00 pm Personnel

1:00 pm – 5:00 pm Equipping

3:00 pm – 5:00 pm Nominating

3:00 pm – 5:00 pm Mission Outreach

4:00 pm – 7:00 pm Peace and Justice (through dinner)

7 PM Cyber Insurance and Other Insurance Concerns for Churches

Our insurance agent, Jennifer Perri, CIC, and CISR (she/her/hers), the Assistant Vice President of United Church Insurance Services, will update the church on insurance concerns for 2024 and beyond, including Cyber-insurance.

TUESDAY – September 10, 2024

9:00 am – 10 am Trustees

9:30 am - Noon Mission Outreach

9:30 am - Noon COM Committee on Ministry

9:30 am – Noon Peace and Justice

9:30 am – Noon COR Committee on Representation

11:00 am Orientation – First-time ministers & Elder Commissioners – Sanctuary

Noon Lunch for everyone with reservations

PRESBYTERY CONVENES

BAGPIPER LEADS US INTO OUR MEETING

1:00 pm Presbytery Convenes - Elder Peggy Hall, Moderator

Opening Prayer – Minister Adrian Doll, Vice-Moderator

Adoption of the Docket – Elder Preggy Hall

Presbytery roll is established by print-in. Please “Print” in. (NO signatures!)

Commissioners: please sign in the space(s) provided under your church name.

Attending elders, visiting ministers, and guests, please print in in the general area.

Mailing addresses are requested for our non-published/request-only directory.

This includes visiting presbyters. A corresponding member vote is no longer required.

Welcome led by Rev. David Pak, pastor, Korean Presbyterian Church of Reno

Spiritual Warming with Presbyterian Pastor Kate Freeman – 45 minutes requested

FEATURED GUEST PRESENTATION Rev. Dr. Diane Moffett *(she/her/hers)*

The Rev. Dr. Diane L. Givens Moffett is the President and Executive Director of the Presbyterian Mission Agency, the mission arm of the PC(USA). She has held this role since June 2018.

Prior to that, Diane served as senior pastor of St. James Presbyterian Church in Greensboro, North Carolina. While there, she also served on several boards, became a candidate for mayor of the city, and was co-chair of the Greensboro Interfaith Clergy Council and vice president of the Pulpit Forum. In April 2018, Diane received the Sojourner Truth Award, the highest honor of the National Association of Negro Business and Professional Women's Clubs, for her commitment to serving others.

INTERLUDE Jesus Be With Us**GREETINGS**

- Rev. Dick Young, *(he/his/him)*
Director of Zephyr Point Conference Center
- Rev. Jeanie Shaw, *(she/her/hers)*
Ministry Engagement Advisor, PCUSA
- Rev. Joseph Moore, *(he/his/him)*
Ministry Relations Officer Presbyterian Foundation

Guests Presenting At Other Times

- *Rev. Dr. Diane Moffett (she/her/hers)*
President and Executive Director of the Presbyterian Mission Agency
- *Rev. Nancy Martin Vincent (she/her/hers)*
Executive, Synod of the Pacific
- *Jennifer Perri, CIC (she/her/hers)*
Asst Vice Pres, United Church Insurance Services
- *Rev. Christine Long, (she/her/hers)*
Church Consultant, Board of Pensions

COMMITTEE REPORTS

The moderator will call breaks with hymn-singing

PERSONNEL – Elder Jean Rey, 15 minutes requested

PEACE AND JUSTICE – Has graciously yielded their time to our featured speaker

COMMITTEE ON REPRESENTATION – Elder Jean Rey, 20 minutes requested

- Faith Journey of Jeannie Chang from the Korean Presbyterian Church of Reno (10 minutes)
- Harassment Policy (10 minutes)

EQUIPPING – Elder Ron Scovil, Chair, 30 minutes requested

MISSION OUTREACH – Elder Joe Commerford, Chair, 15 minutes requested

GENERAL ASSEMBLY COMMISSIONERS REPORT, 20 minutes requested

Includes PowerPoint and paper summary handout

CLERK AND COUNCIL REPORT

- Clerk's and Council Report (Attachments lettered A) -20 minutes requested
There is no consent agenda other than a report of Council actions on behalf of the Presbyter. **Includes Boundary Change A-3!**

ANNOUNCEMENTS & PRAYER

- Presbytery Offering will be sent to



Cash or checks to NEVADA PRESBYTERY in offering
Type pbyl.link/give in your web browsers
Use the **Donate** menu link at nevadapresbytery.org
Scan the QR Code at the left with your phone

You will see **eservicepayments** when using online giving. Use the **General Fund Offerings** to contribute to the Presbytery offering.

Dinner Blessing – Elder Melva O'Neill

Without objection, the Presbytery is in recess until worship

6:00 pm Dinner for everyone with reservations

7:00 pm Presbytery Worship

The preacher for our service is Rev. Dr. Diane Moffett.

The moderator has chosen our offering to be given to:

Children in Crisis, International and National E047914

"Helping children in areas of war and conflict, children in refugee camps, displaced children, ministries with street children, and outreach to children orphaned because of AIDS. Through mission projects and programs related to the Compassion, Peace & Justice Ministries of PC(USA), these children will know love, caring, compassion, and prayerful renewal of hope."

Without objection, Presbytery is in recess after the benediction

Please attend the Moderator's reception after worship.

WEDNESDAY – September 11, 2024

THE PRESBYTERY RECONVENES *AT 9 AM!*

9:00 am Convening Prayer by Rev. Rebecca Watkins

COMMITTEE REPORTS

COM – Rev. Jim Houston Hencken, Chair, 45 minutes requested

BOARD OF PENSION MEDICAL INSURANCE REPORT

Rev. Christine Long, Church Consultant, Board of Pensions

MISSION FUNDING AND SYNOD INVESTMENT 15 Minutes Requested

Rev. Nancy Martin Vincent (*she/her/hers*)
Executive, Synod of the Pacific

Meal Blessing – Elder Chris Kirschman

Without objection, the Presbytery is in recess until after our meal

12:00 noon Lunch for everyone with reservations

PRESBYTERY RECONVENES *AT 1:00 PM!*

TRUSTEES – Rev. Bob Kelley, Chair, 30 minutes requested

Including the adoption of a budget and per capita

NOMCOM – Elder Chris Kirschman, 30 minutes requested

INSTALLATION OF OFFICERS– Elder Peggy Hall

RESOLUTION OF THANKS – Rev. Kate Freeman, Rev. Tom Willderson

INVITATION to Spring Presbytery at Henderson United Presbyterian Church

March 17 (committees), 18-19 (meeting) 2025

Video and Invitation by HJP Commissioners and members.

Docket items and time requests *are due at the January Council meeting*

Registration available Feb 1, 2025

Draft Docket available by March 3, 2025 (final at the meeting)

CLOSING PRAYER – Elder Peggy Hall, Former Moderator

ADJOURNMENT

ANNOUNCEMENTS

- Synod EP-SC forum September 16-18, 2024
- Zephyr Point 100th Anniversary September 20-22, 2024
- The Synod of the Pacific meets October 2-4, 2024
- Moderators Conference November 14-16, 2024
- Presbytery meets March 17, 18-19, 2025, at Henderson United Presbyterian

Respectfully Submitted,

Rev. J. Christy Ramsey, (he/him/his)
Stated Clerk/General Presbyter

Presbytery of Nevada

September 2024

ATTACHMENT A-2

CLERK’S REPORT

Recognition of Native Lands and Peoples:

The Presbytery of Nevada is comprised of land faithfully stewarded by indigenous people for countless generations. Today, we acknowledge the living legacy of the Stewart Indian School in Carson City. The following is taken from their website stewartindianschool.com

The Stewart Indian School changed the course of generations of American Indians. For more than 90 years, American Indian children were removed from their homelands, family, and culture, which profoundly impacted their lives. The Stewart Indian School Living Legacy preserves their stories and cultural legacy— never to be Forgotten.

The State of Nevada took over Stewart Indian School property in 1982 and returned 130 acres to Washoe Tribe of Nevada and California leaving 110 acres with 65 stone buildings built by students. In 2021, Governor Steve Sisolak signed three bills at Stewart Indian School: waiving university fees for Native students and banning discriminatory school mascots and sundown sirens

The Stewart Indian School Living Legacy plays a crucial role in educating visitors about the experiences of American Indian children who have been removed from their homelands, families, and cultures. It celebrates their resilience through the interpretation and revitalization of the Stewart campus, providing a unique and enlightening experience for all who visit.

We acknowledge with deep respect and gratitude the traditional homelands of the Wa She Shu (Washoe), Numu (Northern Paiute, Newe (Western Shoshone), and Nuwu (Southern Paiute) people of Nevada. This includes the 27 bands, tribal nations, and colonies that exist as sovereign nations and continue as stewards to this land. We appreciate the opportunity to live and learn on these Indigenous homelands.

The goal of the Stewart Indian School Cultural Center & Museum is to honor the children who attended the school, and importantly, to tell the unvarnished truth about their experiences. By doing so, it helps the alumni, their families, and their communities to heal. The museum is open Monday – Friday 10 AM to 5 PM in South Carson 1 Jacobsen Way, Carson City, NV 89701

I express my heartfelt gratitude to the Presbytery for taking the time to consider the people whose lands we inhabit and their witness as stewards of the land from the beginning of time through today.

- Stewart Indian School cultural center & museum website stewartindianschool.com

[actions since March presbytery meeting]

ORDINATIONS

NONE

Presbytery of Nevada	September 2024	ATTACHMENT A-2
CHARTERED	NONE	
INSTALLATIONS		
ENROLLMENTS	NONE	
DISMISSALS	NONE	
REMOVED	NONE	
RENUNCIATED	NONE	
RELEASED	NONE	
TRANSFERRED	NONE	
FROM ANOTHER CHRISTIAN DENOM		
VALIDATED MINISTRY		
STATED SUPPLY	NONE	
RETIRED	NONE	
INACTIVE	NONE	
LABOR IN BOUNDS	NONE	
LABOR OUT OF BOUNDS	NONE	
MINISTER AT LARGE	NONE	
CANDIDATE UNDER CARE	NONE	
DECEASED		

OTHER PERMISSIONS/APPROVALS

Conduct Baptism/Communion	NONE
Enter CLP Program	NONE
CLP Commissioning	NONE

- The meetings of the Presbytery of Nevada are recorded to preserve and share significant presentations and the production of minutes. They are not the official records of the Presbytery of Nevada. The written minutes, approved by the Presbytery or the council acting as Presbytery, are the official records of the Presbytery of Nevada.

Policies

- As required by the Constitution of the PCUSA, the Stated Clerk reports that the Presbytery has a manual of Administrative Operations, which can be found linked on the Presbytery website or at pbyl.ink/manual. It is also linked in the Presbytery emails.
- As required by the Constitution of the Presbyterian Church (U.S.A.), the Stated Clerk reports that the Presbytery has established a policy on the Committee of Representation, which can be found in the Presbytery manual under Bylaws, 5.0600.
- The Stated Clerk reports that the Presbytery has an antiracism (Policy 27 in the Manual of Administrative Operations) as required by G-3.0106. The Stated Clerk thanks Elder Jean Rey for her work on this policy.
- The Stated Clerk reports that the Presbytery has a sexual misconduct Policy (Policy 10 in the

Manual of Administrative Operations) as required by G-3.0106, which includes requirements for boundary training, which includes the topic of sexual misconduct and child sexual abuse prevention training for its members at least every thirty-six months. The Stated Clerk thanks Elder Ron Scovil for his work on this policy.

- The Stated Clerk reports that the Presbytery does **not have a harassment policy**, as required by G-3.0106. The Presbytery is scheduled to vote on a policy at this meeting. The Stated Clerk thanks Elder Jean Rey for her work on this policy.
- The Stated Clerk reports that the Presbytery does **not have a child and youth protection policy**, as required by G-3.0106. The Synod is considering not making loans to Presbyteries that do not have this policy. The Stated Clerk is against this proposed action.
- The Stated Clerk reports the following are former members of the Permanent Judicial Commission from the past 6 years and are eligible for continued service, in accordance with D-5.0206b:

2018-Betty Squires	St. John's, Reno
2018-Art Ritter	Grace, Las Vegas
2020-Bette Sylvis	Henderson, Henderson
2020-Jackie Leonard	St. John's, Reno
2020-Dr. Bertha Pendleton	Mt. View, Las Vegas
2022-David Dendy	Mt. View, Las Vegas
2022-Susan Jones	First, Elko
2024-Bob Kelley	Honorably Retired
2026-Ed Lockett	Honorably Retired
2026-Tom Hall	Spanish Springs, Sparks
2026 Jean Rey	Lake Tahoe Community

- The Stated Clerk reports that session minutes will be reviewed in person during this meeting and via other arrangements after this meeting. We thank Elder John Harbison for his late nights in review session minutes during our meetings. An update will be given to Council and Presbytery in 2025 for the reviews in 2024
- The presbytery has insurance. The certificate is attached as A-5.
- As required by the Constitution of the PCUSA, the Stated Clerk reports the following annual minimum compensation for ministers and commissioned pastors in the Presbytery is policy number 3 in our Manual of Administrative Operations:

POLICY NUMBER 3 MINIMUM SALARY

The minimum compensation package for full-time clergy in the Presbytery of Nevada is; \$38,000 yearly salary, including housing and utilities, \$500 study leave, full pension, two (2) weeks study leave (study leave allowance and time to be cumulative up to a maximum of three years), four (4) week vacation, \$1,800 travel allowance (minimum, vouchered at the IRS rate)

Presbytery of Nevada

September 2024

ATTACHMENT A-2

- Reports the following names, Elder Elaine York and Minister Adrian Doll, has been approved as the ordination exam readers for the year 2024.
- Statistics submitted to General Assembly, Available on the meeting page on our website at nevadapresbytery.org as Attachment A-6
 - Active membership reported 161 gains and 263 losses for a total of 2396, down from 2439 of which 1470 (61%) were women
 - 38 Baptisms, Average Weekly Attendance was 1336, 222 from Birth through Grade 12 were reported to be in Christian Education
 - Just under 18% of the Presbytery was reported to be non-white
 - Annual reported income was just under 4 million dollars, with expenses slightly over 4 million.
- Our quorum, according to our by-laws, (3.0101) A quorum of a Presbytery meeting is three ministers of the Word and Sacrament who are members of the Presbytery and three ruling elder commissioners from three different congregations.
- There were no commissions for ordination or installation.
- There is a commission for the First Korean Presbyterian Church of Las Vegas, which is has not been dismissed.
- This leaves two members of the Presbytery who are not members of a Presbyterian congregation: Vernon and Carol Manke.
- The Presbytery of Nevada Entity No. 0385856 is registered as a non-profit with the State of California
 - CEO – John Christy Ramsey
 - CFO – Scott Plummer
 - Resident Agent – Katherine Suzanne Freeman
- The stated clerk missed filing the paperwork with the State of California in 2023. The Presbytery was suspended in April of 2024 but is now restored as a legal business entity in California.
 - However, regaining our tax-exempt status in California requires at least 7 months. I have submitted the forms. We should be restored early in 2025
 - The stated clerk regrets and apologizes for his lapse in filing. The next filing deadline is 11/30/2025 at midnight.
- The Presbytery of Nevada NV19091000061 is a registered as a non-profit with the State of Nevada
 - Lynne Zenier, Director | Robert C Kelley, President | Scott Plummer, Treasurer | John Christy Ramsey, Secretary
 - The next filing deadline is July 2025, and can be filed as early as April 14, 2025

Presbytery of Nevada

September 2024

ATTACHMENT A-2

Recommendations for Action:

- The minutes for our last meeting on March 11-12, 2024 are submitted for approval. Attachment A-3.
- The Presbytery of Nevada, registered as a non-profit with the State of California, files this annual report of officers. (Nevada officers were due in July and authorized in June by the Council. Action of the Council reported below.)
 - Secretary JOHN CHRISTY RAMSEY
 - Resident Agent KATE FREEMAN
 - Treasurer SCOTT PLUMMER

It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.

LORD'S SUPPER AUTHORIZATIONS

- The Stated Clerk recommends that the Presbytery grant permission to administer the Sacrament of the Lord's Supper to the **Rev. Dick Young, Rev Sara Tillema**, and other PC(USA) teaching elders leading worship at Zephyr Point Conference Center. In addition, Commissioned Pastors (CREs) of the Presbytery, with prior approval of the chair of the Committee on Ministry, are also authorized to celebrate the Sacrament of the Lord's Supper at Zephyr Point Conference Center. *The Presbytery intends that this permission continues until these ministers leave their current validated ministry or until Presbytery action to rescind or modify this action as recorded in its minutes.*
- The Stated Clerk recommends that the Presbytery grant permission to administer the Sacrament of the Lord's Supper to the following minister members of the Presbytery: *It is the intent of this Presbytery that this permission continues until these ministers leave their current validate ministry.*
 - **Rev. Mitchell S Holley**, Chaplain
 - **Rev. Alex Aaron**, Chaplain
 - **Rev. Jeanie Shaw**, Ministry Engagement Advisor
- The Stated Clerk recommends that Commission Pastors (CREs) of the Presbytery, when invited by a church of the Presbytery and approved by the chair of the Committee on Ministry, be authorized to administer the Sacrament of the Lord's Supper in the church that invited them. *It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.*
- In addition, the Stated Clerk recommends that the celebration of the Sacrament of the Lord's Supper be approved for all in-person meetings of the presbytery, typically in March and September. *It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.*
-

Presbytery of Nevada

September 2024

ATTACHMENT A-2

BOUNDARIES

- The Presbytery of Nevada requests to a change to its standing rules regarding the boundaries of the Presbytery. See Attachment A-4
- The Stated Clerk thanks Elder Vern Manke for his work negotiating boundaries with neighboring Presbyteries and the General Assembly. No church is affected by this change.

COUNCIL ACTIONS

These are actions taken by the Council between Presbytery meetings. According to our by-laws:

4.0400 The Council shall have all the authority as permitted by the Book of Order and consistent with Presbytery Policy, that is, to act with the full authority of Presbytery between Presbytery Meetings

1. Council voted to approve the motion to approve updated the Sexual Misconduct policy adding the Book of Order training requirements as presented (policy can be found on the Presbytery website page for this meeting: P-10).
2. Council voted unanimously to authorize Rev Christy Ramsey, Secretary of the Corporation to sign all necessary PILP and/or Synod documents including the commitment letter for the loan for Grace Presbyterian Church on behalf of the Presbytery.
3. Council voted to approve the change in Presbytery meeting meals reimbursement from a cost per meal to a daily cost not to exceed \$74/day and receipts are required (the policy can be found on the Presbytery website page for this meeting: P-05)
4. Council voted to DECLINE to fund a mission trip proposal that did not follow the policy of the Presbytery. The policy can be found on the Presbytery website page for this meeting: P-26)
5. Council voted to approve the request that the Moderator of Presbytery with the help of the Committee on Ministry appoint an Administrative Commission for Community Presbyterian Church of Lee Vining to:
 - a. Recruit, train, elect and install Session Elders to bring order to the leadership of the church.
 - b. Establish a regular worship schedule.
 - c. Establish regular pastoral leadership

Presbytery of Nevada

September 2024

ATTACHMENT A-2

6. Council voted to approve Rev Karen Moore to serve communion at both the Lee Vining Community and Bishop Valley after consultation with the Administrative Commission.

The minutes of the council, thankfully prepared by the Rev. Kate Freeman, Journal Clerk, are available by request.



Rev. Mr. J. Christy Ramsey (he/him/his) Stated Clerk/General Presbyter Presbytery of Nevada
2613 Empire Ranch Rd #22076 Carson City, NV 89706 clerk@nevadapresbytery.org

(office) 775-237-8733 (cell) 775-445-0051 Zoom Room: 775 237 8733

The Minutes of the March Presbytery Meeting were listed on the materials for the meeting as A-3 and on the web page for the meeting. They are not repeated in this packet of minutes.

Spring 2024

Standing Rule Admendment

A-4



As of 8/14/2024

Presbytery Boundary

PROPOSED STANDING RULE UPDATE

After working with the presbyteries of the Synod of the Pacific, the General Assembly changed the boundaries of the Presbytery of Nevada at the concurrent request of the Presbytery of Nevada, all other presbyteries in the Synod, and the Synod of the Pacific.

Our boundary is recorded in our Standing Rules and must be updated to reflect the boundaries set by the 226th General Assembly.

Shall the current description of the Presbytery boundary be removed and replaced with the following:

The geographic district of the Presbytery of Nevada consists of the counties of Alpine, Inyo, and Mono, and those portions of El Dorado, Lassen, Nevada, Placer, Plumas, and Sierra lying east of the line from the west shore of Goose Lake at the Oregon border, to the western border of the city of Susanville, to Donner Summit, to Echo Summit, to the northeast corner of Amador County where it joins Alpine County, all in the state of California; and the state of Nevada.

Current boundary description to be replaced by the above:

The Presbytery of Nevada of the Presbyterian Church (U.S.A.) includes all of the counties in the State of Nevada (less the Jackpot and Owyhee area) and within the State of California, the counties of Alpine, Mono, and Inyo east of the Sierra Mountain Crest, and that portion of El Dorado (incorporated as the City of South Lake Tahoe), and those portions of Modoc, Lassen, Plumas, Sierra, Nevada, Placer and El Dorado lying east of the line from the west shore of Goose Lake at the Oregon border, to Susanville, to Donner Summit, to Echo Summit, to the northeast corner of Amador County where it joins Alpine County.

Note: The replacement boundary is described by the General Assembly standard, which lists it alphabetically by county name. It **does not** describe a continuous boundary line outlining the Presbytery of Nevada.

9/8/2024

Page 1 of 1

Reno Korean, Sparks, Nevada

Policy 10 ~~Prevention Of~~ Sexual Misconduct Policy

The purpose of this policy is to assure the faith and trust placed in the Presbytery's participants, practices, institutions, and environment are justified, maintained and enhanced by its continuous awareness and actions. The health, safety, respect and well-being of all people within the Presbytery or touched by its many activities are God's requirements and are integral to our mission.

It is the policy of Nevada Presbytery that all persons engaged in church related activities either as participants or in leadership positions including Pastors, Staff, Employees, Church Officers, and Volunteers shall adhere to appropriate boundaries of interpersonal conduct and shall maintain the integrity of ministerial and employment relationships at all times. ~~Sexual conduct outside the bounds of marriage~~ Disregard of appropriate boundaries between church workers, volunteers, and others is a violation of this policy as well as a violation of the ministerial and employment relationship and is therefore never permissible.

~~All persons required to complete a Prevention of Sexual Misconduct Seminar must, within five (5) years of completion of their Prevention of Sexual Misconduct Seminar, attend an updated Seminar held in conjunction with one of The Presbytery of Nevada meetings, and must similarly update every five (5) years. Those persons required to complete the seminar are: Ministers of Word and Sacrament, including those Honorably Retired, CPM Members (Committee for Preparation of Ministry), PJC members (Presbytery Judicial Commission), COM members (Committee on Ministry), all CLPs (Commissioned Lay Pastors), and employees of Nevada Presbytery~~

Awareness and understanding are essential to effectively implementing and maintaining policies structured to promote safe practices. Leadership requires a commitment to creating and maintaining a healthy environment for safety and respect. Safe practices within that environment are the basis of the Boundary Training. The Presbytery will undertake training that will include the topics of harassment, sexual misconduct, and child sexual abuse prevention.

Commissioned members of the Presbytery and Presbytery employees will be required to complete the Boundary Training. If not already included, Inquirers, Candidates, YAADs (Youth Adult Advisory Delegates), CPs (Commissioned Pastors), and CEs (Christian Educators) will also receive Boundary Training.

Within thirty-six (36) months of completion of their initial Boundary Training, all persons required to complete the Training shall attend an updated Training available online or held in conjunction with one of the Presbytery of Nevada meetings and must similarly update every subsequent thirty-six (36) months. Tracking fulfillment of initial and subsequent Training will be reported to the office of the Stated Clerk and the COM as required.

Complete copies of this policy are on file with the Stated Clerk and the Committee on Ministry. Each new pastor enrolled in Nevada Presbytery and each new member of a group required to receive Boundary Training under this policy shall be given a copy of the ~~Sexual Misconduct~~ policy along with an acknowledgment sheet stating they have received and read the policy and completed the required initial Training. The signed acknowledgment sheet shall be returned to the office of the Stated Clerk.

The Commissioners Handbook was listed on the materials for the meeting as B-2 and on the web page for the meeting. They are not repeated in this packet of minutes. No action was taken on the Handbook.

There are no attachments C-1 or C-2 for this meeting. They were used only for the trustee committee meeting.

ATTACHMENT C - 2
Page 1 of 2

SUBJECT TO CHANGE AFTER TRUSTEES REVIEW, THEN TO PLENARY
08/30/2024

PRESBYTERY OF NEVADA PROPOSED BUDGET for 2025	PROPOSED BUDGET 2025	Final BUDGET 2024
INCOME - OPERATING FUND		
*** TOTAL MISSION FUNDING SYNOD MPF -Allocated Below	\$ 69,152	\$ 84,066
EQUIPPING COMMITTEE		
MISSION SUPPORT INCOME - MPF - Total Income (Including Youth Triennium)	\$ 6,000	\$ 10,000
MISSION OUTREACH COMMITTEE		
MISSION SUPPORT - MPF - Total Income	\$ 30,000	\$ 30,000
COMMITTEE ON MINISTRY		
MISSION SUPPORT - MPF	\$ 10,000	\$ 20,000
VESTA B. COOLEY ENDOWMENT	1,500	1,500
Total Income - COM	\$ 11,500	\$ 21,500
PEACE & JUSTICE		
MISSION SUPPORT - MPF	\$ 4,000	\$ 3,500
PEACE & GLOBAL WITNESS INCOME	1,200	1,100
Total Income - Peace & Justice	\$ 5,200	\$ 4,600
OPERATING - TRUSTEES		
MISSION SUPPORT INCOME - MPF	\$ 19,152	\$ 20,566
INTEREST INCOME	14,000	8,000
INTEREST INCOME - NO. NEV NCD Fund	1,215	690
INTEREST/ INCOME - NCD/RDV Fund	100	100
WORSHIP OFFERINGS	4,100	
KENCO FUND - FPC Bishop	2,185	
UNREALIZED GAIN ON NEW COVENANT FUND	UNKNOWN	
Total Income - Operating Trustees	\$ 40,752	\$ 29,356
TOTAL INCOME - OPERATING FUND	\$ 93,452	\$ 95,456
EXPENSES - OPERATING FUND		
STANDING COMMITTEES - BLOCK GRANTS		
EQUIPPING COMMITTEE	\$ 6,000	\$ 10,000
MISSION OUTREACH COMMITTEE	30,000	30,000
COMMITTEE ON MINISTRY	10,000	20,000
PEACE & JUSTICE COMMITTEE	4,000	3,500
Total Expenses - Standing Committees	\$ 50,000	\$ 63,500
TRUSTEES		
** HOUSING - PRESBYTERY PASTOR	\$ 23,303	\$ 23,303
PRESBYTERY PASTOR EXPENSES	5,000	5,000
** DIRECTOR OF FINANCE (1/2)	13,003	11,726
** PAYROLL TAXES	995	897
STAFF TRAVEL	1,500	1,500
AUDITING/REVIEW	1,500	1,500
OFFICE SUPPLIES, WEB, COMPUTER SUPPORT	2,000	2,000
WORSHIP OFFERINGS EXP	4,100	
KENCO FUND - FPC Bishop	2,185	
Total Expenses - Trustees	\$ 53,586	\$ 45,926
TOTAL EXPENSES - OPERATING FUND	\$ 103,586	\$ 109,426
INCOME OVER (UNDER) EXPENSES before transfer to Administration Fund	(10,134)	(13,970)
* Transfer to Administration Fund	(10,000)	(10,000)
*** INCOME OVER (UNDER) EXPENSES after transfer to Administration	\$ (20,134)	\$ (23,970)

ATTACHMENT C - 2
Page 2 of 2

PRESBYTERY OF NEVADA PROPOSED BUDGET for 2025	PROPOSED BUDGET 2025	Final BUDGET 2024
INCOME - ADMINISTRATION FUNDS		
**** PER CAPITA RATE	\$47.00	\$46.00
MEMBERS BASED ON 12/31/22 for 2024	2,239	2,378
* PER CAPITA APPORTIONMENT	\$ 94,710	\$ 98,449
INTEREST INCOME	4,550	380
TOTAL INCOME - ADMINISTRATION	\$ 99,260	\$ 98,809
EXPENSES (what it costs for Presbytery Administration)		
** STATED CLERK - HOUSING ALLOW.	\$ 39,083	\$ 39,083
INTERNET SHARE - Staff	1,440	1,440
** DIRECTOR OF FINANCE (1/2)	13,003	11,726
** PAYROLL TAXES EXP	995	897
JOURNAL CLERK	700	700
PER CAPITA - GA \$10.84 for 2025 \$9.80 for 2024 (2026 \$11.26)	24,271	23,304
PER CAPITA - SYNOD \$5.22 (no change)	11,888	12,413
PRESBYTERY MEETING COSTS	45,000	44,050
AUDITING/REVIEW 2	1,500	1,500
OFFICE EXPENSES/WEB	3,000	3,000
ONLINE GIVING FEES	50	100
INSURANCE	5,500	4,423
MODERATORS TRAINING	1,500	1,400
CONFERENCES/MEETINGS	2,000	2,000
MODERATORS RECEPTIONS	500	500
TOTAL EXPENSES ADMINISTRATION	\$ 150,229	\$ 146,536
INCOME OVER (UNDER) EXPENSES	\$ (50,969)	\$ (47,727)
* MEETING COSTS FUNDED FROM OPERATING (MOC & Equip)	10,000	10,000
**** INCOME OVER (UNDER) EXPENSES after transfer from Operating	\$ (40,969)	\$ (37,727)

LONG TERM ASSETS FUND	BUDGET 2025	Final BUDGET 2024
Sale of Harmon Avenue Property Sold on March 31, 2022		
Total Harmon Ave Principal & Interest Payments (\$4,092.13 - monthly)	TBD	\$ 49,106
<i>The note is going to be restructured, the amount will be known</i>		
COLLECTED from date of sale through August 2024		
<i>Includes net from escrow \$22,682.26</i>	\$ 161,815	
NOTES:		
* Transfer from Operating Fund to Administration Fund to cover costs of COM & MOC meeting costs		
** The personnel committee may propose an increase in staff compensation		
*** Fund balances are available to cover deficits		
**** The Per Capita increase for each \$1 added is \$2,015		
BANKING ACCOUNTS AVAILABLE TO COVER DEFICIT BUDGETS		
Synod Account 1.400.105 (3231) an Admin Fund as of July 31, 2024	\$ 30,000	
Withdrawal from the New Covenant Fund deposited into this account		75,000
Total in Synod Account 3231	\$ 105,000	
<i>The Trustees might consider transferring the \$75,000 to the Administration Fund balance to assist the short fall in per capita revenue</i>		
Synod accounts (4) total over for the Operating Fund	\$ 300,000	
<i>The New Covenant Mutual Fund is available to cover the Long Term Asset Fund (Sale of 3500 Harmon Ave) and Operating Fund</i>		
Asset Fund (Sale of 3500 Harmon Ave) and Operating Fund	\$ 120,000	

8/24/24, 8:55 AM

Gmail - IMPORTANT - Trustees Agenda Item



Vern Manke <vernonmanke@gmail.com>

IMPORTANT - Trustees Agenda Item

4 messages

financedirector@nevadapresbytery.org <financedirector@nevadapresbytery.org>

Wed, Aug 14, 2024 at 12:48 PM

To: "bob@the-kelleys.com" <bob@the-kelleys.com>

Cc: "vernonmanke@gmail.com" <vernonmanke@gmail.com>, "clerk@nevadapresbytery.org" <clerk@nevadapresbytery.org>

Bob, this item may require some advance discussion, so I am sending it out early. Feel free to forward it to the trustees as you see fit.

As you know, I have been communicating with Pastor Wayne Rispalje at Calvary Chapel regarding their request to refinance the property we sold them on Harmon Avenue. Wayne explained that their costs have been higher than expected, including needed repairs and vandalism (all of the windows were broken in the sanctuary recently by homeless people). Additionally, the current inflation we are all experiencing has reduced their operating income to the point that their monthly payment is becoming more difficult to cover. He assured me that the church is strong and attendance is growing, but the giving is down. (sounds like the rest of us!!)

I requested that he put together an offer for the trustees to consider at our next meeting and he has done that. The following is what the church has requested. (I'm using round numbers because we won't know the exact amounts until we know when the new mortgage will take effect.)

Beginning at the end of September, Calvary would refinance the balance of their current note (\$662,500) at an interest rate of 1.5%, amortized over 30 years. The new monthly payment would be approximately \$2,100. (The current payment is \$4,092.13)

Calvary would pay the Presbytery \$50,000 in cash at the origination of the new mortgage, which would reduce the principal balance to \$612,500.

The new loan would be payable in full in five (5) years. At that time the balance would be about \$527,600. Wayne thinks by that time the church would qualify for alternative financing.

We have had no negotiations relative to this offer...I am describing the terms exactly the way they were given to me. We can accept or reject or modify the terms as we desire. If we want to offer an alternative, I suggest we do it prior to the next trustee meeting so we can approve it at presbytery.

It probably wouldn't be a surprise to know that I strongly support these terms even with the reduced cash flow. We need to keep Calvary in that building. The chances of selling it again are not very good as interest rates are extremely high. We are not in desperate need of cash right now. That church has been very faithful with payments and has not complained one bit about the condition it was in when we sold it to them. They maintain the property in very good condition, which protects our investment.

If you have any questions about this, please let me know. Otherwise, please put it on the agenda for September 7th meeting (I think Vern already has it on the draft)

Blessings,
Scott

Vern Manke <vernonmanke@gmail.com>

Wed, Aug 14, 2024 at 1:07 PM

To: financedirector@nevadapresbytery.org

<https://mail.google.com/mail/u/0/?ik=c50feada08&view=pt&search=all&permthid=thread-f:1807393668942187410&simpl=msg-f:180739366894218741...> 1/2

08/20/2024

PRESBYTERY OF NEVADA COMPARATIVE BALANCE SHEETS CONDENSED JULY 31, 2024 & December 31, 2023	ATTACHMENT C 5 Page 1 of 2	
	JULY 31 2024	DECEMBER 31 2023
ASSETS		
CURRENT ASSETS		
NEVADA STATE BANK - GENERAL ACCT	\$ 6,634	\$ 8,803
NEVADA STATE BANK - MM	58,614	27,961
SYNOD ACCOUNTS	408,116	315,206
NEW COVENANT FUNDS	170,247	227,098
MARKET VALUE CHANGE - New Covenant Funds	51,498	49,836
SYNOD MFP RECEIVABLE 2022 & 2023	2,557	5,634
PREPAID EXPENSES	0	1,589
CALVARY CHAPEL - Note Receivable - S-T	15,750	15,750
Total Current Assets	\$ 713,416	\$ 651,877
RESTRICTED ASSETS - SYNOD		
SPPC LOAN GUARANTEE	\$ -	\$ 16,228
NORTHERN NEVADA NCD FUND	33,339	32,850
NCD/REV FUND	8,427	20,903
Total Restricted Assets	\$ 41,766	\$ 69,981
LONG TERM ASSETS		
FIXED ASSETS - Office Equipment	\$ -	\$ -
FKPC, LOAN & PROPERTY MAINT	0	0
CALVARY CHAPEL - Note Receivable - L-T	650,732	658,509
Total Long Term Assets	\$ 650,732	\$ 658,509
TOTAL ASSETS	\$ 1,405,914	\$ 1,380,367
LIABILITIES & FUND BALANCES		
CURRENT LIABILITIES		
ACCOUNTS PAYABLE	\$ 515	\$ -
PAYROLL TAX LIABILITIES	426	417
Total Current Liabilities	\$ 941	\$ 417
DEFERRED INCOME - See Notes to F/S		
GAIN ON SALE OF 3500 E. HARMON	\$ 666,482	\$ 674,759
TOTAL LIABILITIES	\$ 667,423	\$ 675,177
FUNDS		
OPERATING FUNDS	\$ 530,399	\$ 455,619
RESTRICTED FUNDS	68,312	77,139
ADMINISTRATION FUNDS	62,908	66,978
LONG-TERM ASSETS BALANCE	76,872	105,453
TOTAL FUND BALANCES	\$ 738,491	\$ 705,191
Total LIABILITIES and FUND BALANCES	\$ 1,405,914	\$ 1,380,367
SEE NOTES TO COMPARATIVE FINANCIAL STATEMENTS		

PRESBYTERY OF NEVADA NOTES TO COMPARATIVE FINANCIAL STATEMENTS JULY 31, 2024 & December 31, 2023		ATTACHMENT C 5 Page 2 of 2	
THE PRESBYTERY OF NEVADA USES THE MODIFIED CASH BASIS OF ACCOUNTING			
SIGNIFICANT TRANSACTIONS AFTER DECEMBER 31, 2021 THROUGH 2023			
SALE OF 3500 E. HARMON AVE PROPERTY			
The property, the former home of the First Korean Presbyterian Church (FKPC) of Las Vegas, was sold to Calvary Chapel - Son Rise on March 31, 2022. The sale price was \$750,000. Down payment \$50,000. Payments based on 25 year amortization and payoff in 3 years. After receiving financial support from the Presbytery for several years, the Presbytery dissolved the FKPC congregation as of October 31, 2023. The L-T Asset - FKPC Property Costs, an account receivable was written off. At this time, there are no known contingent liabilities associated with the sale.			
	JUNE 30 2024	DECEMBER 31 2023	
THE PRESBYTERY OF NEVADA IS CONTINGENTLY LIABLE FOR THE FOLLOWING			
LOANS to MEMBER CHURCHES			
PRESBYTERIAN INVESTMENT & LOAN PROGRAM (PILP)			
LAS VEGAS, MOUNTAIN VIEW PC 6/30/24	\$ 351,454	\$ 359,331	
LAS VEGAS, GRACE PC 6/30/24, not drawn	2,400,000	0	
TOTAL LOANS - PILP	\$ 2,751,454	\$ 359,331	
SYNOD OF THE PACIFIC			
	JULY 31		
SO. LAKE TAHOE, LTCPC (2 loans)	\$ 529,443	\$ 539,269	
SPARKS, SPANISH SPRINGS PC (2 loans)	518,246	617,319	
TOTAL LOANS - SYNOD	\$ 1,047,689	\$ 1,156,588	
TOTAL - ALL LOANS	\$ 3,799,143	\$ 1,515,919	
ESTIMATED FAIR MARKET VALUES of PROPERTIES WITH LOANS			
PILP	EST. FMV	EST. FMV	
LAS VEGAS, MOUNTAIN VIEW PC	\$ 5,300,000	\$ 5,300,000	
LAS VEGAS, GRACE PC	5,000,000		
TOTAL PROPERTY VALUES - PILP LOANS	\$ 10,300,000	\$ 5,300,000	
SYNOD OF THE PACIFIC			
SO. LAKE TAHOE, LTCPC (2 loans)	\$ 3,000,000	\$ 3,000,000	
SPARKS, SPANISH SPRINGS PC (2 loans)	1,280,766	1,280,766	
TOTAL PROPERTY VALUES - SYNOD LOANS	\$ 4,280,766	\$ 4,280,766	
TOTAL - ESTIMATED MARKET VALUES	\$ 14,580,766	\$ 9,580,766	
ORIGINAL LOAN AMOUNTS			
PILP			
LAS VEGAS, MOUNTAIN VIEW PC	\$ 405,000		
LAS VEGAS, GRACE PC, not drawn as of July 31, 2024	2,400,000		
TOTAL PILP LOANS	\$ 2,805,000		
SYNOD OF THE PACIFIC			
LAKE TAHOE COMMUNITY PC (2 loans)	\$ 749,779		
SPARKS, SPANISH SPRINGS PC (2 loans)	893,762		
TOTAL SYNOD LOANS	\$ 1,643,541		

08/20/2024

ATTACHMENT C 6

PRESBYTERY OF NEVADA COMPARATIVE TREASURER'S REPORT - CONDENSED FOR THE SEVEN MONTHS ENDED 07/31/2024 and the YEAR ENDED 12/31/2023	SEVEN MONTHS 07/31/2024	YEAR ENDED 12/31/2023
INCOME		
PER CAPITA APPORTIONMENT	\$ 98,090	\$ 102,700
MISSION SUPPORT - Mission Partnership Funding with Synod	49,039	88,342
INVESTMENT INCOME	9,256	11,971
WORSHIP OFFERINGS	2,053	5,480
OTHER RECEIPTS + (pass thrus etc)	1,782	3,068
PEACE & JUSTICE INCOME	1,256	1,776
VESTA B. COOLEY ENDOWMENT INCOME	1,410	1,603
TOTAL INCOME	\$ 162,886	\$ 214,940
EXPENSES		
STAFF PAYROLL COSTS & TRAVEL	\$ 53,581	\$ 88,083
PRESBYTERY MEETING/TRAVEL COSTS	23,176	42,761
GA and SYNOD PER CAPITA	35,894	37,464
MISSION OUTREACH MISSIONS	27,091	29,500
ASSISTANCE - FKPC	-	28,083
OFFICE EXPENSES/ANNUAL REVIEW	5,471	15,680
GRANTS TO CHURCHES	12,743	11,500
COM/CPM MISSIONS & EXPENSES	64	7,135
WORSHIP OFFERINGS	2,053	5,480
INSURANCE	3,788	3,950
PEACE & JUSTICE EXPENSES	3,500	3,818
CONFERENCES & MEETINGS	5,925	2,590
RECEIPTS PASSED THROUGH	1,782	2,002
EQUIPPING MINISTRIES MISSIONS	500	1,896
MODERATOR'S TRAINING	-	1,188
TOTAL EXPENSES	\$ 175,526	\$ 279,073
INCOME OVER (UNDER) EXPENSES before OTHER REVENUES and EXPENSES	\$ (12,640)	\$ (64,133)
OTHER REVENUES and (EXPENSES):		
UNREALIZED MARKET ADJUSTMENT (non-cash) Increase (Decrease)	\$ 1,882	\$ 33,337
REALIZED GAIN ON MARKET ADJUSTMENT (cash)	15,834	-
TOTAL MARKET ADJUSTMENT INCOME (LOSS)	\$ 17,296	\$ 33,337
SALE OF HARMON AVE PROPERTY		
GAIN ON SALE - Recognized	\$ 9,092	\$ 14,984
INTEREST INCOME - HARMON AVE	19,553	34,122
INCOME FROM SALE OF HARMON PROPERTY	\$ 28,645	\$ 49,106
DISPOSAL OF OFFICE EQUIP. & FKPC ACCOUNTS RECEIVABLE	0	62,105
TOTAL (net) OTHER REVENUES AND EXPENSES	\$ 45,941	\$ 20,337
INCOME OVER (UNDER) EXPENSES after OTHER REVENUES and EXPENSES	\$ 33,301	\$ (43,796)
SEE NOTES TO COMPARATIVE FINANCIAL STATEMENTS - P 2 of Balance Sheet		

August 26, 2024

RESOLUTIONS

TO BE FINALIZED after reaffirmation, proper names are known and ***FORMS*** from will be **RESOLUTIONS** for Authorized Signatures need to include the following.

Approve the following as check signers for:

Nevada State Bank –All accounts - 1 signer required (4 authorized)

1. The Rev. John Christy Ramsey, Stated Clerk/General. Presbyter Is authorized
2. JHH
3. Ron Eyer
4. Craig Sanders

Remove from bank signatures:

1. The Rev. Alban T. Fry, Carson City
2. Elder L.W. Murray, Jr., FPC, Virginia City
3. The Rev. Robert C. Kelley, Reno

Authorize Scott Plummer to have online access to the Nevada State Bank Accounts and Credit Card Accounts

Synod of the Pacific Custodial Accounts - 2 signers required for withdrawals and one signer for renewal of MDC's or transfers within Synod accounts

1. The Rev. John Christy Ramsey, Stated Clerk/General. Presbyter (is authorized)
2. Scott Plummer
3. Robert C. Kelley, Reno (could stay on re: email approval)
4. JHH
5. Craig Sanders

Remove

1. The Rev. Alban T. Fry, Carson City
2. Elder L.W. Murray, Jr., FPC, Virginia City
3. Elder Vernon W. Manke, Carson City

New Covenant Funds, Presbyterian Foundation- 2 authorized trader signers required (4 authorized)

And allow Scott Plummer access to all New Covenant Funds (Nevada Funds Account, Vesta Bradshaw Cooley Memorial Endowment Fund, Kenco Fund and the Richard and Margaret Vogele Fund)

1. The Rev. John Christy Ramsey, Stated Clerk/General. Presbyter is authorized
2. Robert C. Kelley
3. JHH
4. Ron Eyer

Remove

1. Joan Jeffers, Secretary
2. Alban T. Fry
3. Ray Bledsoe

POLICY 10 SEXUAL MISCONDUCT POLICY FOR THE SAFETY OF GOD'S PEOPLE

The purpose of this policy is to assure the faith and trust placed in the Presbytery's participants, practices, institutions, and environment are justified, maintained and enhanced by its continuous awareness and actions. The health, safety, respect and well-being of all people within the Presbytery or touched by its many activities are God's requirements and are integral to our mission.

It is the policy of Nevada Presbytery that all persons engaged in church related activities either as participants or in leadership positions including Pastors, Staff, Employees, Church Officers, and Volunteers shall adhere to appropriate boundaries of interpersonal conduct and shall maintain the integrity of ministerial and employment relationships at all times. Disregard of appropriate boundaries between church workers, volunteers, and others is a violation of this policy as well as a violation of the ministerial and employment relationship and is therefore never permissible.

Awareness and understanding are essential to effectively implementing and maintaining policies structured to promote safe practices. Leadership requires a commitment to creating and maintaining a healthy environment for safety and respect. Safe practices within that environment are the basis of the Boundary Training. The Presbytery will undertake training that will include the topics of harassment, sexual misconduct, and child sexual abuse prevention.

Commissioned members of the Presbytery and Presbytery employees will be required to complete the Boundary Training. If not already included, Inquirers, Candidates, YAADs (Youth Adult Advisory Delegates), CPs (Commissioned Pastors), and CEs (Christian Educators) will also receive Boundary Training.

Within thirty-six (36) months of completion of their initial Boundary Training, all persons required to complete the Training shall attend an updated Training available online or held in conjunction with one of the Presbytery of Nevada meetings and must similarly update every subsequent thirty-six (36) months. Tracking fulfillment of initial and subsequent Training will be reported to the office of the Stated Clerk and the COM as required.

Complete copies of this policy are on file with the Stated Clerk and the Committee on Ministry. Each new pastor enrolled in Nevada Presbytery and each new member of a group required to receive Boundary Training under this policy shall be given a copy of the policy along with an acknowledgment sheet stating they have received and read the policy and completed the required initial Training. The signed acknowledgment sheet shall be returned to the Stated Clerk.

Adopted	21 Sep 1993	Reviewed	10 Jan 2009
Revised	19 Sep 1995	Reviewed	16 Jan 2016
Revised	20 Sep 2000	Reviewed	09 Jan 2021
Revised	21 Sep 2004	Revised	08 Jun 2024

PROPOSED POLICY NUMBER 27 HARASSMENT POLICY**Introductions And Purpose**

Effective ministry in Christ requires that certain ethical standards be maintained to ensure the respect and safety of all persons. Prioritizing ethical behavior conveys the Good News of the gospel and provides an understanding of God. Therefore, when there is a potential disruption in the community, the Presbytery of Nevada will respond to allegations of harassment with justice and compassion.

It is Presbytery of Nevada policy that all members always maintain the integrity of ministerial and professional relationships. The Presbytery of Nevada prohibits harassment of any kind and will take appropriate and immediate action in response to complaints or knowledge of violations of this policy.

Persons Covered

All persons engaged in presbytery-related activities, either as participants or in leadership, shall adhere to this policy.

Harassment

Harassment includes but is not limited to the following:

Offensive or unwelcome comments regarding a person's nationality, origin, race, color, religion, gender, sexual orientation, age, body, disability, and appearance. This includes epithets, slurs, and negative stereotypes. Verbal taunting that impairs the ability to perform his or her job function is included in the definition of harassment.

Unwelcome romantic and sexual advances, giving of gifts, inappropriate touching, and language may be considered harassment especially where a difference of power is being used as leverage to manipulate and intimidate to gain advantage in a relationship.

Nonverbal harassment includes the distribution, display, or discussion of any written or graphic material that ridicules, denigrates, insults, belittles, or shows hostility, aversion, or disrespect toward an individual or group because of national origin, race, color, religion, age, gender, sexual orientation, pregnancy, appearance, disability, gender identity, marital or other protected status.

Hostile environment harassment creates an offensive and unpleasant working or worshipping environment. Anyone may create a hostile environment, which can also be created by repeated denigrating phone calls, text messages, e-mails, or letters.

The definition of harassment does not apply to reasonable challenges to performance or negative job-related feedback, reasonable discussions, or respectful expressions of opinions about various convictions or beliefs.

Complaint Process

The Presbytery of Nevada will courteously treat any person who invokes a complaint under this policy according to the Book of Order requirements. All complaints will be handled swiftly and confidentially to the greatest extent possible, considering the need to take appropriate action according to the PCUSA Book of Order. Complaints will in no way be used against the Complainant.

Filing groundless or malicious complaints is an abuse of this policy,

Confidentiality

During the complaint process, the privacy of the information received, the privacy of the individuals involved, and the wishes of the complaining person will be protected to as great a degree as possible within the limits of the Book of Order and current state and federal law. The Complainant will be expected, however, to use their names at the time the complaints are filed. The expressed wishes of the Complainant for confidentiality will be considered in the context of the egregiousness of the complaint, any legal obligation of the Presbytery of Nevada to act on the charge, the right of

the charged party to obtain information, and the Book of Order. The utmost care will be given so that persons experiencing trauma are protected from further emotional harm. In addition, any notes or documents written by or received by the person(s) conducting the investigation will be kept confidential to the greatest possible extent and according to any existing state or federal law and the Book of Order

Retaliation

No hardship, loss, benefit, or penalty may be imposed on the Complainant or Victim in response to:

- Filing or responding to a bona fide complaint of discrimination or harassment.
- Appearing as a witness in the investigation of the complaint.
- Serving as an investigator of a complaint.

Retaliation or attempted retaliation in response to lodging a complaint or invoking the complaint process violates this policy. Any person found to have violated this policy will be subject to sanctions up to and including removal from the Presbytery of Nevada according to the procedures in the Book of Order.

Complaint Procedure

The Presbytery has established the following procedure for filing a harassment complaint. The Presbytery will treat all aspects of the procedure confidentially to the extent possible.

An individual who feels harassed, discriminated against, or retaliated against may initiate the complaint process by filing a written complaint to the Stated Clerk. No formal action will be taken against any person under this policy unless there is a written and signed complaint. The Book of Order will be followed for time limits and other complaint requirements.

Alternative legal remedies. Nothing in this policy may prevent the Complainant or the respondent from pursuing formal legal remedies, mediation, or resolutions through local, state, or federal agencies or the courts.

Training

Within thirty-six (36) months of completion of the initial Boundary Training, all members of the Presbytery of Nevada are required to complete updated/review training. Tracking fulfillment of initial and subsequent training will be reported to the office of the Stated Clerk following the Book of Order and the procedures and Policies of the Presbytery of Nevada.

Authority

When this policy and the Book of Order conflict, the Book of Order is followed.

APPENDIX – Definitions

Accused: the person against whom the complaint is being made.

Book of Order: The Constitution of the Presbyterian Church (U.S.A.) Part 2, most recent edition and the decisions of the Permanent Judicial Commission and Authoritative Interpretations of the General Assembly of the PCUSA.

Complainant: is the person claiming knowledge of the harassment of a person covered by this policy. The Complainant may or may not be the Victim of the harassment. A person such as a friend, family member, or colleague of the Victim may be the Complainant whose information initiates an inquiry.

Victim: identifies the person alleged to have been harassed.

PROPOSED September 2024